## **HARRODS AVIATION** GENDER PAY GAP REPORTING - GOVERNMENT WEBSITE FIELDS

	APRIL 2022		APRIL 2021		APRIL 2020		APRIL 2019	
<b>HOURLY RATE</b> Women's hourly rate is		WER (MEDIAN) OWER (MEAN)		WER (MEDIAN) LOWER (MEAN)	13.5% 30.8%	LOWER (MEDIAN) LOWER (MEAN)	17.2% 31.7%	LOWER (MEDIAN)
<b>PAY QUARTILES</b> How many men and women are in each quarter of the employer's payroll	Ť	Ť	<b>†</b>	Ť	Ť	1	<b>†</b>	1
	77%	23%	73.8%	26.2%	74.3%	25.7%	75%	25%
	62.9%	37.1%	67.2%	32.8%	58.1%	41.9%	61%	39%
employer's payroll	40.3%	59.7%	46.2%	53.8%	47.3%	52.7%	42.1%	57.9%
	24.2%	75.8%	24.6%	75.4%	24.3%	75.7%	23.7%	76.3%
<b>BONUS PAY</b> Women's bonus pay is	MEAN BONUS 65.3% LOWER	MEDIAN BONUS 0.0% HIGHER	I MEAN BONUS	MEDIAN BONUS 14.3% HIGHER	T8.3%	MEDIAN BONUS	MEAN BONUS	MEDIAN BONUS
<b>BONUS PAY</b> Who received bonus pay	20.7% 22.2%		7.4% ↑ 4.4%		<ul><li>↑ 75.2%</li><li>↑ 81.5%</li></ul>		<ul> <li>↑ 73%</li> <li>↑ 79%</li> </ul>	